

Dept of DHS-Comm. Serv. (402) Facts – FY '08

http://www.dhs.state.ia.us/



General Information

Address: varied locations

Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 2,697	# PT EEs: 11	# Temporary EEs: 2	Average Length of Service: 12.60
-----------------	--------------	--------------------	----------------------------------

Span of Control: 10.50	% Performance Evaluations Completed: 87%	Total Unemployment Insurance Claims: N/A
------------------------	--	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	55	45-54	768	<25	0	45-54	103	# of Females:	2,341	# of Males:	356
25-34	595	55-64	566	25-34	36	55-64	69	% of WF:	86.80%	% of WF:	13.20%
35-44	674	65+	39	35-44	54	65+	2	Average Age:	44.53	Average Age:	46.16
Employee Average Age: 44.74				Supervisor Average Age: 48.07				Average Length of Service: 12.40		Average Length of Service: 13.92	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	190	# of African-American:	79	# of Non-minorities:	2,472
% of Workforce:	7.04%	# of Asian:	32	% of Workforce:	91.66%
Average Age:	42.08	# of American Indian:	16	Average Age:	45.02
Average Length of Service:	9.19	# of Hispanic or Latino:	63	Average Length of Service:	12.95

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	100	# of Persons With Non-Disabilities:	2,414
% of Workforce:	3.71%	% of Workforce:	89.51%
Average Age:	53.54	Average Age:	44.18
Average Length of Service:	19.57	Average Length of Service:	12.24

Officials/Administrators EEO Category 1: 187	Professionals EEO Category 2: 1,251	Technicians EEO Category 3: 812	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 446	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 1

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 308	Transfer In: 4
Retirements: 68	All Terminations: 34	Voluntary Quits: 88	Transfer Out: 28

# of Classes Used: 58	Most Populous Classes: Income Maint Wrkr 2 (706), Social Wrkr 2 (603), Social Wrkr 3 (226)		
Separations - By Class:	Income Maint Wrkr 2 (57), Social Wrkr 2 (41), Typist-Advanced (20)		
# Eligible for Retirement:	588 in next 5 years	% Eligible: 21.80%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$601,261.02	Sick Leave Payouts: \$120,560.46	Annual Payroll: \$123,930,538.93	Avg. Base Salary: \$45,827	Overtime Days Worked: 5,754.8
Overtime Cost: \$1,526,739.02	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$949.56	Vacation Pay - Earned Value: \$9,968,705.17	Vacation Days Earned: 53,558.1	Vacation Used Expense: \$9,256,358.40	Vacation Days Taken: 50,405.7
Workers' Comp Days Used: 9	Sick Leave Days Earned: 36,433.3 Sick Leave -Earned Value: \$6,049,061.25	Reg. Sick Leave Used Expense: \$3,475,173.92	Reg. Sick Leave Days Used: 20,514.4 Avg. Sick Leave Days Per EE: 7.61	Converted Sick Leave To Vacation Days Used: 3,368.1 Converted Sick Leave To Vacation Used Expense: \$648,022.78
Injury Leave Used Expense: \$61.87	Injury Leave Days Used: 0.4	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 27 Up (Vacant): 3 Down (Filled): 0 Down (Vacant): 1 Lateral (Filled): 2 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$153,098.40	<u>Grievances</u> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$78,289.15	Funeral Days Used: 452.0	Extraordinary Pay: \$320.00		
Jury Leave Used Expense: \$10,390.15	Jury Leave Days Used: 58.9	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	PWD: Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A
---	--	---

Sources: AS400 Queries; "Just the Facts for FY'08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 9, 2009